



Rantec Power Systems Inc.
Los Osos, California

JOB DESCRIPTION

Title: Vice President of Business Development

Date: May 2024

Department: Business Development

FLSA Status: Exempt

Reports To: EVP

Scope

We are seeking a highly motivated and experienced Vice President of Business Development to join Rantec's leadership team who will lead the Business Development and Account Management teams. The VP of Business Development will be responsible for new business development, forecasting, strategic planning, marketing, and customer satisfaction to support near and long-term growth.

Essential Duties and Responsibilities, including but are not limited to:

- **Customer Responsiveness:** Overarching responsibility for ensuring Rantec's responsiveness to customer needs including but not limited to: RFP timeliness and compliance, contract review and PO acceptance, VOC and main POC for escalation, and customer satisfaction.
- **Strategic Partnerships:** Build and maintain strong relationships with key stakeholders in the defense and aerospace sector, including government agencies, prime contractors, suppliers, and industry associations. Be able to accurately share the voice of the customer within Rantec.
- **Pursue New Business:** The Director of Business Development will report to the VPBD and support new business pursuits. The VPBD will ensure that those individuals have a strategic and tactical plan to pursue new customers, platforms, and products.
- **Securing Follow-on Business:** Deepen and grow relationships with established customers. Extend relationships vertically (to higher level leadership and Program Management at customers) and laterally (into new program areas and departments), with a goal of improving current position and identifying new opportunities.
- **Customer Scorecard Results:** Improve and maintain Rantec's scorecards as a premier power supply provider by means of:
 - Verify scorecard accuracy and accountability.
 - Optimize internal processes to improve on-time delivery and quality performance.
- **Account Analysis:** Develop in-depth understanding of each customer (both established and new), their technical development model, upcoming programs, competitors they may also buy from, and budget/program environment. The VPBD will be responsible for establishing and executing on the tactics aligned for each developed account strategy. The VPBD will perform periodic review of accounts and present regularly to senior management. Additionally, through the analysis, the VPBD will provide insight for new markets for current products as well as opportunities in the aftermarket.
- **Strategic Planning:** The VPBD will drive the strategic planning process for the company, aiming at profitable growth and capturing opportunities. The VPBD will partner with the EVPs to develop the strategic plan and will be responsible for executing it. The plan will include diversification into other customers, markets, and creation of synergistic product lines. Maintaining knowledge of market trends, competitor actions, product needs, and customer base will be important. Currently, the company has relationships and strategies for prime defense contractors, and other adjacent industries and product applications are ripe for growth.
- **Organizational Development:** Facilitate growth of department by mentoring and coaching, to foster growth within their customer portfolio. Assess the team for strengths, teaching the team necessary skillsets.
- **Website Management:** The VPBD will manage Rantec's overall website presence, and work with the Business Development team on additional marketing communication activities.

Performance Goals

The success of the VPBD in achieving the objectives described above will be measured by the following:

- Increased meaningful opportunities with current customers and new customers.
- Improve performance on customer scorecards with demonstrated improvements in customer responsiveness, and external improvements with customer communication, perception, and relationships.
- Account analysis provides a keen understanding of each key customer.
- Execute on continuous improvements for business processes within the department to address inefficiencies.
- Forecasts and projections from account analysis are leading to expansion into other markets, areas of business, and further customer programs.
- Salesforce utilization is incorporated into all account management.
- Strategic planning process is implemented and executed consistently across all operations.
- Strategic partnerships are established that expand the company's ability to win new business.
- Mentor account management team and ensure they are equipped with necessary skillset to improve customer communication.
- Execute plan to market Rantec's brand.

Qualification Requirements

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

This position requires access to our export-controlled commodities, technical data, technology and services. These items are restricted under the International Traffic in Arms Regulations (ITAR) to U.S. Citizens, Lawful Permanent Residents of the U.S. and properly licensed foreign persons. Therefore, employment is contingent on compliance with ITAR regulations and successfully obtaining and maintaining the necessary export authorization license from the U.S. Department of Commerce's Bureau of Industry and Security, U.S. Department of State's Office of Defense Trade Controls, or other applicable government agency.

Education and Experience

- **Education:**
 - Bachelor's degree, preferably in a technical discipline.
 - Master's, in engineering, or MBA, desired.
- **Experience:**
 - 10 years+ experience in account or program management.
 - Defense experience required.
 - Knowledge of defense acquisition processes, government contracting, and regulatory requirements required.
 - Aerospace experience preferred.
 - Experience with electronics components, systems, subsystems, is preferred.
- **Personality and Character:**
 - Excellent written/verbal communication, negotiation, and relationship-building skills, with the ability to interact effectively with internal and external senior executives.
 - Upholds and demonstrates Rantec core values.
 - Strong leadership skills with experience managing and developing high-performing teams.
 - Strategic thinker with a data-driven and results-oriented approach to business development.
 - Proven people management skills and possesses the ability to motivate and drive accountability.
 - Proficiency in CRM systems, market research tools, and Microsoft Office Suite.
- **Additional Factors:**
 - Travel: 25%
 - Willing to fully relocate to Los Osos, CA.
 - Due to contracts with the United States Government, candidates must be either US Citizens or US Permanent Residents.

Physical Requirements

The physical demands described here are representative of those to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- While performing the duties of this job, the employee needs to be able to sit, stand and move about the inside of the facility.
- Operates a computer and other office productivity machinery, such as: calculator, copy machine, printers, etc.
- Lifting and handling of boxes and/or materials up to a maximum of 25 pounds, and 15 pounds occasionally.
- Specific vision abilities required by this job; close vision, distance vision, peripheral vision, depth perception, and the ability to adjust focus.

Rantec is proud to be an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or status as a protected veteran. Rantec will consider reasonable accommodation to its policies for employees and applicants due to sincerely held religious beliefs.